

AMENDED IN ASSEMBLY JUNE 14, 2016

AMENDED IN SENATE JUNE 1, 2016

AMENDED IN SENATE MARCH 29, 2016

SENATE BILL

No. 933

Introduced by Senator Allen

(Principal coauthor: Assembly Member Gordon)

(Coauthor: Senator Huff)

February 2, 2016

An act to add Chapter 3.9 (commencing with Section 44790) to Part 25 of Division 3 of Title 2 of the Education Code, relating to teachers, and making an appropriation therefor.

LEGISLATIVE COUNSEL'S DIGEST

SB 933, as amended, Allen. Teachers: California Teacher Corps Act of 2016: teacher residency programs.

Existing law establishes a system of public elementary and secondary education in this state. Existing law establishes local educational agencies, including school districts and county offices of education, throughout the state, and authorizes these agencies to provide instruction to pupils in kindergarten and grades 1 to 12, inclusive.

This bill would enact the California Teacher Corps Act of 2016, under which the Superintendent of Public Instruction would make grants to applicant local educational agencies and consortia of local educational agencies to assist these agencies in ~~establishing and maintaining~~ *establishing, maintaining, or expanding* teacher residency programs, as defined. The teacher residency programs established by the bill would be defined as school-based teacher preparation programs in which a prospective teacher would teach alongside an experienced mentor

teacher, as defined, while also receiving teacher training instruction in a teacher credentialing program in a qualified institution of higher education. The bill would establish eligibility standards for persons who apply for participation in the teacher residency programs established by the bill.

This bill would appropriate the sum of \$60,000,000 from the General Fund to the Superintendent on a one-time basis, available for the 2016–17, 2017–18, and 2018–19 fiscal years, to make grants to applicant local educational agencies and consortia of local educational agencies, as described above.

Funds appropriated by this bill would be applied toward the minimum funding requirements for school districts and community college districts for the 2015–16 fiscal year imposed by Section 8 of Article XVI of the California Constitution.

Vote: majority. Appropriation: yes. Fiscal committee: yes.
State-mandated local program: no.

The people of the State of California do enact as follows:

1 SECTION 1. Chapter 3.9 (commencing with Section 44790)
2 is added to Part 25 of Division 3 of Title 2 of the Education Code,
3 to read:

4
5 CHAPTER 3.9. CALIFORNIA TEACHER CORPS
6

7 44790. This act shall be known, and may be cited, as the
8 California Teacher Corps Act of 2016.

9 44791. The Legislature finds and declares all of the following:

10 (a) The shortage of qualified teachers in California is reaching
11 critical levels in a number of teaching areas.

12 (b) Education experts agree that shortages of effective teachers
13 in high-poverty schools and in specific teaching fields create a
14 need for high-quality teachers who will enter, stay in, and be
15 effective in, these areas.

16 (c) At least 30 percent of new teachers leave the profession in
17 the first five years, and the proportions are generally higher in
18 low-income communities.

19 (d) Teacher shortages and high teacher turnover rates have a
20 negative impact on pupil achievement and the quality of education.

1 (e) Successful teacher preparation programs, and providing
2 ongoing support, can make novice teachers effective more rapidly
3 and can reduce teacher attrition.

4 (f) Many new teachers lack such support, and, as a result, leave
5 the profession.

6 (g) Teacher candidates must see expert practices modeled, and
7 must then practice them with ongoing mentoring support. Teacher
8 preparation often lacks adequate or sufficient opportunities to learn
9 under the direct supervision of expert teachers working in schools
10 that effectively serve ~~high-need~~ pupils.

11 (h) It is critical to develop programs that increase the probability
12 that recruits will succeed and stay in the ~~high-need~~ classrooms
13 where they are needed. Because many teacher candidates choose
14 to teach where they grew up or went to college, it is important to
15 have strong programs in hard-to-staff urban and rural locations.
16 Teacher residency programs effectively build teacher supply, since
17 they recruit and prepare candidates in the school districts that
18 sponsor them, in partnership with local preparation programs.
19 Teacher residency programs have demonstrated the capacity to
20 recruit, prepare, retain, and provide effective support for teachers
21 in ~~high-need~~ *hard-to-staff* schools.

22 44792. For purposes of this chapter, the following terms have
23 the following meanings:

24 (a) “Experienced mentor teacher” means a teacher who meets
25 all of the following requirements:

26 (1) Has at least three years of teaching experience and a clear
27 teaching credential in the field in which he or she will be
28 mentoring.

29 (2) Has taught in a ~~high-need~~ *hard-to-staff* school.

30 (3) Has a record of successful teaching.

31 (4) Receives specific training for the mentor teacher role, and
32 engages in ongoing professional learning and networking with
33 other mentors. Compensation shall be ongoing as long as the
34 mentor continues to serve in the role prescribed by the program.

35 (5) Receives compensation or appropriate release time, or both,
36 to serve as a mentor in the initial preparation or induction
37 component of the teacher residency program.

38 (b) “*Hard-to-staff schools*” shall be determined by the governing
39 board or body of the local educational agency.

40 (b)

(c) “Local educational agency” includes, but is not necessarily limited to, a school district, county office of education, charter school, or charter management organization.

(e)

(d) (1) “Teacher residency program” means a school-based teacher preparation program that is accredited by the Commission on Teacher Credentialing and in which a prospective teacher does all of the following:

(A) Teaches at least one-half time alongside a teacher of record, who is designated as the mentor teacher, for at least one full academic year while engaging in initial preparation coursework.

(B) Receives instruction in all of the following:

(i) The teaching of the content area or areas in which the teacher will become certified to teach.

(ii) Planning, curriculum development, and assessment.

(iii) Learning and child development.

(iv) Management of the classroom environment.

(v) The use of culturally responsive practices, supports for language development, and supports for serving pupils with disabilities.

(vi) Professional responsibilities, including interaction with families and colleagues.

(C) Receives ~~tuition~~ *financial* assistance and provides a ~~living~~ stipend.

(D) Attains a preliminary teaching credential upon completion of the program.

(E) Receives mentoring and induction support following the completion of the initial credential program necessary to obtain a clear credential and ongoing professional development and networking opportunities during his or her first years of teaching.

(F) Has the option of completing a master’s degree before completion of the program.

(2) A “teacher residency program” does all of the following:

(A) Seeks out ~~academically able~~ individuals who ~~expand the racial, ethnic, gender, and linguistic diversity of the teaching force~~ *meet the Teaching Performance Expectations of the Commission on Teacher Credentialing* and meet hiring needs of the local educational agency for ~~teachers in~~ difficult-to-fill areas, such as chronic teacher shortage areas, including special education and bilingual teachers, and hard-to-staff schools. ~~Admissions priorities~~

1 are developed in concert with the hiring objectives of the local
2 educational agency, which commits to hire graduates from the
3 teacher residency program who obtain a preliminary teaching
4 credential, pass the program's teacher performance assessment if
5 that is a condition for receiving a license, and meet the standards
6 set for hiring.

7 *(B) Produces culturally responsive teachers who address*
8 *specific pupil populations, local district initiatives and priorities,*
9 *and teacher preparation emphasis while maintaining high*
10 *state-established standards for credentials.*

11 ~~(B)~~

12 (C) Allows residents to learn to teach in the same local
13 educational agency in which they will work, learning the
14 instructional initiatives and curriculum of the local educational
15 agency.

16 ~~(C)~~

17 (D) Groups teacher candidates in cohorts to facilitate
18 professional collaboration among residents, and places them in
19 teaching schools or professional development programs that are
20 organized to support a high-quality teacher learning experience in
21 a supportive work environment.

22 ~~(D)~~

23 (E) Assigns a high priority to the recruiting of mid-career
24 professionals, military veterans, and recent college graduates as
25 prospective participants in the teacher residency program.

26 ~~(E)~~

27 (F) Builds coursework for residents and mentors around the
28 classroom experience in ways that are aligned to pupil needs.

29 ~~(F)~~

30 (G) Offers structured feedback and coaching systems organized
31 around the California Standards for the Teaching Profession to
32 ensure that participants engage in a meaningful classroom teaching
33 experience.

34 ~~(G)~~

35 (H) Ensures that candidates are prepared to pass a teacher
36 performance assessment if that is required by the state as a
37 condition of the initial license.

38 ~~(H)~~

1 (I) Maintains a program evaluation system that focuses on
2 continual improvement for residents, mentors, teacher education
3 faculty, and the teacher residency program itself.

4 (H)

5 (J) Is developed collaboratively with *the certified exclusive*
6 *bargaining representative, or if none exists, teacher representatives*
7 within the local educational agency.

8 44793. (a) The sum of sixty million dollars (\$60,000,000) is
9 hereby appropriated from the General Fund to the Superintendent
10 on a one-time basis, available for the 2016–17, 2017–18, and
11 2018–19 fiscal years, to make grants to local educational agencies
12 or consortia of local educational agencies to assist those agencies
13 ~~to establish and maintain~~ *establish, maintain, or expand* teacher
14 residency programs, with first priority given to local educational
15 agencies or consortia of local educational agencies with programs
16 that target chronic teacher shortage areas, including special
17 education and bilingual teachers. Preference may also be given to
18 local educational agencies or consortia of local educational
19 agencies on the basis of their per pupil allocation of funds ~~as~~
20 ~~high-need local educational agencies defined in Section 2102 of~~
21 ~~pursuant to Part A of Title II of the federal Elementary and~~
22 ~~Secondary Education Every Student Succeeds Act (Public Law~~
23 ~~107-110) 114-95)~~ for the most recent school year. These local
24 educational agencies shall work with one or more ~~teacher~~
25 ~~preparation institutions, institutions of higher education providing~~
26 *teacher preparation*, and may work with other community partners
27 or nonprofit organizations to develop and implement teacher
28 residency programs of preparation and mentoring for prospective
29 teachers who will be supported through teacher residency program
30 funds and subsequently employed by the sponsoring local
31 educational agency.

32 (b) For purposes of making the computations required by Section
33 8 of Article XVI of the California Constitution, the appropriations
34 made by subdivision (a) shall be deemed to be “General Fund
35 revenues appropriated for school districts,” as defined in
36 subdivision (c) of Section 41202, for the 2015–16 fiscal year, and
37 included within the “total allocations to school districts and
38 community college districts from General Fund proceeds of taxes
39 appropriated pursuant to Article XIII B,” as defined in subdivision
40 (e) of Section 41202, for the 2015–16 fiscal year.

1 44794. (a) To be eligible to participate in a teacher residency
2 program under this chapter, a prospective participant shall become
3 enrolled ~~simultaneously~~ in a teacher credentialing program in a
4 university or college ~~or other eligible institution~~ that satisfies either
5 of the following conditions:

6 (1) It has entered into a written agreement relating to that
7 program with the local educational agency or consortia of local
8 educational agencies that is the recipient of a grant under this
9 chapter.

10 (2) It has been determined to meet the requirements of Article
11 7 (commencing with Section 44320) of Chapter 2 by the
12 Commission on Teacher Credentialing.

13 (b) A participant in a teacher residency program under this
14 chapter shall, under the supervision of an experienced mentor
15 teacher, complete not fewer than nine months of teaching a class
16 or set of classes in a school chosen by the local educational agency
17 that is the recipient of a grant under this chapter.

18 (c) (1) A participant in a teacher residency program under this
19 chapter shall agree in writing to be placed, after successfully
20 completing the initial year of preparation, as a teacher of record
21 in a school within the ~~high-need~~ local educational agency.

22 (2) Placement under this subdivision shall be for a period of at
23 least four school years beginning with the school year that begins
24 after the participant successfully completes the initial year of
25 preparation and obtains a preliminary teaching credential. Once
26 licensed, a participant shall be eligible to be hired as a teacher in
27 a ~~high-need, hard-to-staff~~, underserved area or in a ~~high-need~~
28 ~~difficult-to-fill subject~~ area. A participant who fails to complete
29 the period of the placement, or the first four school years of the
30 placement if the period is more than four school years, is required
31 to pay back the cost of the training on a pro rata basis, relative to
32 the amount of time served in proportion to the total pledged.

33 (d) If a participant is unable to complete an academic year of
34 teaching, that academic year may still be counted toward the
35 required four complete and consecutive academic years if any of
36 the following occur:

37 (1) The participant has completed at least one-half of the
38 academic year.

(2) The employer deems the participant to have fulfilled his or her contract requirements for the academic year for the purposes of salary increases, tenure, and retirement.

(3) The participant was not able to teach due to the financial circumstances of the local educational ~~agency~~: *agency, including a decision to not reelect the employee for the next succeeding school year.*

(4) The participant has a condition covered under the Family and Medical Leave Act of 1993 (FMLA) (Section 230.8 of the Labor Code) or similar state law.

(5) The participant was called or ordered to active duty status for more than 30 days as a member of a reserve component of the Armed Forces of the United States.

44795. (a) A grant under this chapter shall be in an amount of twenty thousand dollars (\$20,000) per resident of the jurisdiction of the local educational agency, as matched by that local educational ~~agency, or a total of up to two million dollars (\$2,000,000) over three school years, as matched by that local~~ educational agency. Funding may be applied to expenditures for any of the ~~following~~: *following in accordance with any relevant collective bargaining agreement*: master teachers' stipends, ~~living~~ stipends and tuition assistance for residents, teacher residency program management, and costs of mentoring and induction following initial preparation.

(b) The Superintendent may make grants under this chapter each fiscal year, commencing with the 2016–17 fiscal year until the 2018–19 fiscal year. A local educational agency or consortia of local educational agencies shall not receive more than one award for an application under this chapter in any fiscal year, unless sufficient funds remain after awarding all other qualified applicants.

(c) To receive a grant under this chapter, a ~~high-need~~ local educational agency or ~~high-need~~ consortia of local educational agencies shall submit to the Superintendent an application at a time, in a manner, and containing information, prescribed by the Superintendent.

(d) The Superintendent shall award grants under this chapter on a competitive basis, with first priority given to applicants that target chronic teacher shortage areas, including special education and bilingual teachers. Preferences may also be given to local educational agencies or consortia of local educational agencies on

1 the basis of their per pupil allocation of funds as high-need local
2 educational agencies defined in Section 2102 of *pursuant to* Part
3 A of Title II of the federal Elementary and Secondary Education
4 *Every Student Succeeds* Act (Public Law 107-110) 114-95) for the
5 most recent school year.

6 (e) The Superintendent shall conduct an evaluation of the
7 program established under this chapter to determine its
8 effectiveness in recruiting and retaining high-quality teachers in
9 chronic teacher shortage areas, including special education and
10 bilingual teachers, and high-need *hard-to-staff* schools.

11 (f) A local educational agency or consortia of local educational
12 agencies that receives a grant under this chapter shall provide
13 matching funds in an amount equal to 100 percent of grant funds
14 provided to the local educational agency under this chapter to carry
15 out the activities supported by the grant, which may be provided
16 by community partners, institutions of higher education, or others.